

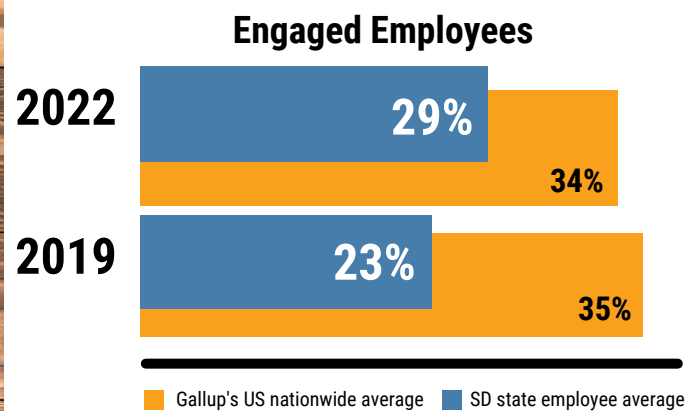
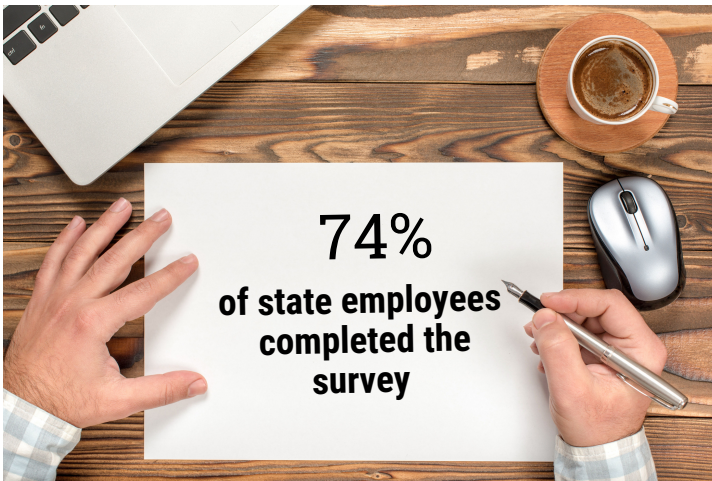
2022 Employee Engagement Survey: STATEWIDE RESULTS

What is Engagement and Why is it Important?

It's easy to overcomplicate employee engagement. In its simplest form, it's the level at which employees feel connected to their agency. We had a great response to this year's survey. The 2022 Survey results show us what we are doing well and also, what we can do to make the employee experience even stronger. While overall employee engagement fell nationwide, in South Dakota, we were happy to see our employee engagement rise.

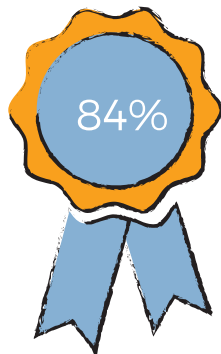
We want you to enjoy being an employee of the state of South Dakota. We want this not only for our benefit but also for your own personal happiness and fulfillment. This is why we measure your engagement level, and why, as Governor of South Dakota, I'm grateful that you helped us learn more about you and your employee experience.

Survey Response

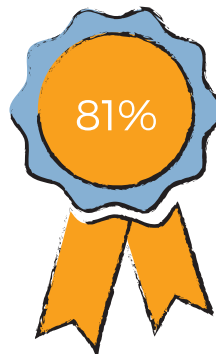


What Employees Say We Are Doing Well

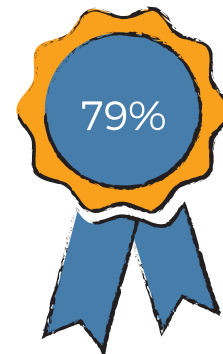
I understand how my job contributes to the goals and priorities of my agency.



My supervisor values my work.



I feel I am doing something worthwhile at my job.

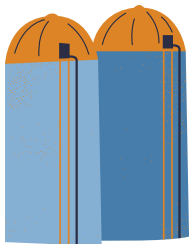


What employees say can improve in their agencies:



Employees are given adequate opportunity for input regarding significant agency changes. **38%**

Promotions in my agency are based on employees' qualifications. **41%**



I feel there is good communication between the various divisions/work units of my agency. **41%**

What's Next?

The Bureau of Human Resources will soon be presenting agency-specific results to leadership teams. BHR will work closely with agencies to support development initiatives.

<https://bhr.sd.gov>

**percentages indicate employee agreement*

You spoke! Survey Response by Agency

Agency	Response	Agency	Response
Statewide	74%	DOR	94%
BFM	81%	DOT	82%
BHR	89%	DPS	81%
BIT	61%	DSS	74%
BOA	77%	DTR	100%
DANR	65%	GFP	76%
DHS	67%	GOED	89%
DLR	91%	GOV	76%
DOC	62%	MIL	49%
DOE	78%	TOUR	93%
DOH	65%	VET	56%



Largest increases from 2019 to 2022

- I have **trust** and **confidence** in my agency leadership rose from 43% to 53%
- My supervisor provides sufficient **recognition** or **praise** when I do a good job rose from 60% to 70%
- My supervisor provides helpful and timely **feedback** rose from 61% to 71%

Largest decreases from 2019 to 2022



- My **agency values feedback** from those we serve fell from 56.4% to 55.6%
- I feel my **supervisor** shows a genuine **interest** in my **career aspirations** fell from 59.3% to 59.2%